

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2008 to May 31, 2009

1) Employment Unit: CBS Corporation

2) Unit Members (Stations and Communities of License): WJZ-TV, Baltimore

3) EEO Contact Information for Unit Member:

Mailing Address: 3725 Malden Avenue Baltimore, Maryland 21211	Telephone Number: (410) 466-0013
	Contact Person: Jay Newman
	E-mail Address: newmanj@wjz.com

4) List all Full-Time Job Vacancies (identified by Job Title) Filled by Each Station in the Employment Unit.

1. Assistant BO & E Director
2. News Technician
3. Producer
4. Account Executive
5. Building Services Supervisor
6. Producer

5) Job Title: Asst. BO&E Director Position # 1 Referral Source(s) of Hiree: www.wjz.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
The Leadership Institute	Email : esalisbury@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
State of Maryland Dept. of Labor Licensing /Regulation- New Maryland Workforce	Email: dbice@dllr.state.md.us	500 North Calvert St. # 401 Baltimore, MD 21202	(410) 230-6001	YES
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: News Technician**Position # 2****Referral Source(s) of Hiree: Employee**

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
The Leadership Institute	Email : esalisbury@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a

5) Job Title: Producer**Position # 3****Referral Source(s) of Hiree: Promotion- PT to FT**

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
The Leadership Institute	Email : esalisbury@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
Coppin State University	Post on their website: Coppin.erecruiting.com/emp/sblogin	2500 West North Ave. Baltimore, Maryland 21216-3698	(410) 951-3000	Yes
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
State of Maryland Dept. of Labor Licensing /Regulation- New Maryland Workforce	Email: dbice@dllr.state.md.us	500 North Calvert St. # 401 Baltimore, MD 21202	(410) 230-6001	YES

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
Internal CBS Posting	Send email to contacts at other CBS Stations	Varies	Varies	n/a
CBS Kenexa Applicant System	Post on site	n/a	n/a	n/a

5) Job Title: Account Executive**Position # 4 Referral Source(s) of Hire: Transfer- CBS Radio**

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
The Leadership Institute	Email : esalisbury@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Towson University Career Center	Post on Career center website: www.towson.edu/careercenter	8000 York Road Towson, MD 21252	(410) 704-4659	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenw.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
State of Maryland Dept. of Labor Licensing /Regulation- New Maryland Workforce	Email: dbice@dllr.state.md.us	500 North Calvert St. # 401 Baltimore, MD 21202	(410) 230-6001	YES
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Coppin State University	Post on their website: Coppin.erecruiting.com/emp/sblogin	2500 West North Ave. Baltimore, Maryland 21216-3698	(410) 951-3000	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
CBS Kenexa Applicant System	Post on site	n/a	n/a	n/a

5) Job Title: Building Services Supervisor Position # 5 Referral Source(s) of Hiree: www.wjz.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
State of Maryland Dept. of Labor Licensing /Regulation- New Maryland Workforce	Email: dbice@dllr.state.md.us	500 North Calvert St. # 401 Baltimore, MD 21202	(410) 230-6001	YES
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a
Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
CBS Kenexa Applicant System	Post on site	n/a	n/a	n/a

5) Job Title: Producer**Position # 6****Referral Source(s) of Hiree: www.wjz.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Baltimore City NAACP	Mail openings	8 West. 26th Street Baltimore, MD 21218	(410) 366-3300	Yes
The Emma L. Bowen Foundation for Minority Interest in Media	Sandra Rice Mail openings	524 West 57th Street New York, NY 10019	(212) 975-2545	Yes
Veterans Administration	Gerry Taylor Email: Gtaylor@uba.va.gov	31 Hopkins Plaza Baltimore, MD 21201	(410) 230-4538 ext. 1084	Yes
Maryland News Directions	Donna Patterson Mail openings	611 Park Avenue Baltimore, MD 21201	(410) 230-0630	Yes
NAB Employment Clearinghouse	Karen Hunter Fax to: (202) 429-3923	1771 N. Street NW Washington, DC 20036	(202) 429-5498	Yes
MD/DC/DEL Broadcasters Assoc.	Chip Weinman Email: Cweinman@mdcd.com	106 Old Court Road Baltimore, MD 21208	(410) 653-4122	Yes
Howard University School of Comm.	Carol Dudley Mail openings	525 Bryant Street NW Washington, DC 20059	(202) 806-5806	Yes
Media Line	Post: medialine.com	Post on their web site	(800) 237-8073	Yes
Penn. Assoc. of Broadcasters	Michelle Thurman Email: jobs@pab.org	8501 Paxton Street Hummelstown , PA 17036	(717) 482-4820	Yes
National Association of Hispanic Journalists	Email: jobbank@nahj.org	1000 National Press Building 529 14 th Street, NW Washington, DC 20045-2001	(202) 662-7145	Yes
The Leadership Institute	Email : esalisbury@limail.us	1101 North Highland Street 15 th Floor Arlington, VA 22201	(703) 247-2000	Yes

(I) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Phone Number:	Did Recruitment Source Request Notification? (Yes or No)
Mayors Office of Employment Development	Cynthia Jefferson Mail openings	100 West 23rd Street 3rd Floor Baltimore, MD 21218	(410) 3963009	Yes
Native American Journalists	Email: info@naja.com	414 East Clark Street Vermillion, SD 57069	(612) 729-9373	Yes
Broadcast Employment Service	Post on tvjob.com	Unknown	Unknown	Yes
Morgan State University	William Carson Email: Careers@moac.morgan.edu	1700 E. Cold Spring Lane Montebello Complex- C224 Baltimore, MD 21251	443-885-3349	Yes
Loyola College	Fax to: Career Center (410) 617-5125	4501 N. Charles Street Baltimore, MD 21210	(410) 617-2000	Yes
Federation of Hispanic Organizations- Baltimore Metro Area	Barco Pineyaro Email: Marcoap@comcast.net	P.O. Box 25915 Baltimore, MD 21224	(410) 931-1640	Yes
Goucher College	Email: cardev@goucher.edu	1021 Dulaney Valley Rd. Baltimore, MD 21204	(410) 337-6191	Yes
National Organization For Women- Baltimore Chapter	Email: Info@baltimorenow.org	P.O. Box 253 Timonium, MD 21094	(410) 668-4399	Yes
State of Maryland Dept. of Labor Licensing /Regulation- New Maryland Workforce	Email: dbice@dllr.state.md.us	500 North Calvert St. # 401 Baltimore, MD 21202	(410) 230-6001	YES
Coppin State University	Post on their website: Coppin.erecruiting.com/emp/sblogin	2500 West North Ave. Baltimore, Maryland 21216-3698	(410) 951-3000	Yes
Internal WJZ Posting and post on web-site	Human Resources www.wjz.com	8725 Malden Avenue Baltimore, MD 21211	(410) 578-7544	n/a

Anne Arundel County NAACP	Mail Attn: Job Postings	P.O. Box 6210 Annapolis, Maryland 21401	(410) 974-6317	Yes
Broadcast Employment Service	Post on tvjobs.com	P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	Yes
CBS Kenexa Applicant System	Post on site	n/a	n/a	n/a

6) Hiree Recruitment Source Summary. List the Recruitment Source that referred the Hiree for each full-time vacancy during the proceeding year.

Name of Recruitment Source

- 1.) www.wjz.com
- 2.) Employee Referral
- 3.) Promotion- PT to FT
- 4.) Transfer- CBS Radio
- 5.) www.wjz.com
- 6.) www.wjz.com

7) Total # of Interviewees Referred by Each Source: For the period from June 1, 2008 to May 31, 2009. This Employment Unit interviewed 30 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

Recruitment Source

Number of Interviewees Referred

- | | |
|--|----------------------|
| (1) <u>Self</u> | <u>Two (2)</u> |
| (2) <u>www.wjz.com</u> | <u>Fourteen (14)</u> |
| (3) <u>Employee Referral</u> | <u>Seven (7)</u> |
| (4) <u>TVjobs.com</u> | <u>Two (2)</u> |
| (5) <u>CBS Kenexa Applicant System</u> | <u>One (1)</u> |
| (6) <u>Current PT Employee</u> | <u>Two (2)</u> |
| (7) <u>CBS Employee (Radio)</u> | <u>One (1)</u> |
| (8) <u>Former Employee</u> | <u>One (1)</u> |

8) Supplemental Recruitment Measures. List and briefly describe the Supplemental Recruitment Measures Undertaken during the proceeding twelve (12) months for the following four (4) recruitment activities.

(a) **Job Fairs.** (Each employment unit must host or co-sponsor one job fair OR participate in at least four job fairs.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
<p>1. National Association of Black Journalists Job Fair Recruit/talk to prospective applicants Critique tapes/review resumes Talk to recent grads about how to break into television via small markets and larger markets.</p>	<p>07/20/08 through 07/27/08</p>	<p>Vic Carter-Anchor (7/22 -7/27) Shawna Prince-Producer (7/23 -7/27) Jewell Pearson- Assign. Editor (7/24 -7/26) Christopher Nelson- Apprentice (7/20 - 7/27)</p>
<p>2. University of Maryland Phillip Merrill College of Journalism Career Fair Talked to Communication students about Internship Opportunities</p>	<p>October 20, 2008</p>	<p>Kathy Mitzel- HR Representative Susan Otradovec- Public Affairs Director</p>

(b) **Internship** (Each employment unit must establish an internship program.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. WJZ Internship Program WJZ has an internal internship program where we sponsor participates for Winter, Spring and Summer Semesters	On-Going	Human Resources Department Screens applications to make sure they meet the company requirements and then forwards qualified applicants to Department Representatives who then interview/select the candidates.
2. CBS Apprenticeship Program	07/14/08- 01/14/09 6 month program	Gail Bending- News Director

Participation in Events. (Each employment unit must participate in at least four events relating to career opportunities in broadcasting sponsored by educational institutions.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. <u>School/Association Tours:</u> Mt. View Middle School TESST College Bridges Summer Learning Project Bridges Summer Learning Project Villa Maria Middle School Regional Institute for Children/Adolescents Cub Scouts- Essex Troop Christian Home School Academy Garrison Middle School Crossroads Alternative School TESST College Mt. Hebron High School TESST College Baltimore Co. Special Education Lansdowne High School St. Joseph Middle School St. Joseph Middle School Glenwood Middle School TESST College Good Sheppard Center Timonium Elementary-Silent auction winners St. Johns Parish Day School-auction winners Northwest Middle School Northwest Middle School Forbush School	06/03/08 06/17/08 07/01/08 07/03/08 07/29/08 08/05/08 08/06/08 09/23/08 10/14/08 10/21/08 10/28/08 12/02/08 01/13/09 01/20/09 02/03/09 03/03/09 03/10/09 03/31/09 04/14/09 04/28/09 05/04/09 05/12/09 05/19/09 05/26/09 05/29/09	Joyce Kashima Speaker's Bureau Susan Otradovec Public Affairs Various talent throughout Tour
2. Big Brothers/Big Sisters Mentoring Program graduation	06/03/08	Vic Carter- Anchor Speaker for Closing Ceremony
3. Colonial Christian Academy 5th Grade Closing Exercise	06/05/08	Vic Carter- Anchor Speaker
4. Wellwood International Elementary 5th Grade Graduation Exercise	06/06/08	Kellye Lynn- Reporter Speaker
5. Lockerman-Bundy Elementary 5th Grade Closing Exercise	06/06/08	Stan Saunders- Reporter Speaker

6. Maryland Science Center's SciGirls Summer Camp visit to WJZ-TV-weather center tour and job description	07/11/08	Bernadette Woods- Meteorologist Speaker
7. Baltimore Reads Achievement Ceremony	07/18/08	Kai Jackson- Reporter Speaker
8. Maryland Science Center's SciGirls Summer Camp visit to WJZ-TV-weather center tour and job description	07/25/08	Bernadette Woods- Reporter Speaker
9. Strayer University's Commencement Exercises	08/23/08	Vic Carter- Anchor Speaker
10. Maryland State Teacher of the Year Gala	10/03/08	Denise Koch- Anchor Speaker
11. Conduct Journalism in the 21st Century Class at McDaniel College	10/07/08	Jessica Kartalija- Reporter Teacher/Speaker
12. Diggs-Johnson Middle School Career Day	10/09/08	Bernadette Woods- Meteorologist Speaker
13. Glenelg Country School Presidential debate	10/23/08	Kelly McPherson- Reporter Speaker on panel
14. Langston Hughes Elementary School American Education Week	11/20/08	Stan Saunders- Reporter Speaker
15. Yorkwood Elementary School Career Day Presentation	01/23/09	Bernadette Woods- Meteorologist Speaker
16. Maryland/Washington School Districts <i>Easy as PI</i> program- 7th grade	02/03/09	Bernadette Woods- Meteorologist Guest Anchor
17. WJZ Black History Month Oratory Contest	02/15/09	Kai Jackson- Reporter Speaker
18. Oakland Mills High School Read Across America Celebration to honor Dr. Seuss	03/02/09	Kellye Lynn- Reporter Emcee- Guest Reader

19. Phelps Luck Elementary School Read Across America Celebration to honor Dr. Seuss	03/03/09	Vic Carter -Anchor Emcee- Guest Reader
20. Federal Hill Preparatory School	03/19/09	Bernadette Woods - Meteorologist Speaker
21. New Saint Mark Baptist Church The Jones Barksdale Memorial Scholarship Program	03/21/09	Vic Carter - Anchor Speaker
22. University of Baltimore	04/15/09	Suzanne Collins - Reporter Speaker
23. Warren Elementary Career Day	04/17/09	Jessica Kartalija - Reporter Speaker
24. Cockeysville Middle School Career Day	05/29/09	Jessica Kartalija - Reporter Presenter

- (c) **Training Management Personnel.** (Each Employment Unit must train management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.)

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Compliance Training covering Non-discrimination and Anti- Harassment-Business Conduct	All New Hires & existing employees as requested (updates/changes)	CBS on-line training completed by all new hires and existing employees when updated and requested
2. FCC Training	New Hires- responsible for putting news on air	CBS on-line training completed by the employees required to- refreshers as requested.